US Army Corps
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Real Estate Community of Practice
Annual Conference

Orlando, Florida

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Chief

Real Estate Community of Practice

One Corps Serving the Army and the Nation

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This Week

- Special Panel Presentations
- Keynote Speakers
- Teambuilding Activities
- Networking Opportunities
- Global War on Terrorism
- Real Estate National Systems Center
- Technical Workshops
- CoP Charter Signing
- Have Fun!

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A Year In Review Operating Under The 7S Model

Strategy

- Real Estate CoP Campaign Plan
- Real Estate CoP Diversity Plan
- Career Program Managers Handbook
- Real Estate Awards Program
- PROSPECT Overhaul

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A Year In Review Operating Under The 7S Model

Stakeholder Values

- Customer/Partner Relationships
- Partnering Activities Initiatives, i.e., IRWA, GSA, FHWA, EPA
- Participant in measures of success

Skills/Strengths

- National METL
- Developmental Assignments… “Work Awhile In My Shoes”
- PROSPECT
- IRWA Training Courses
- Colleges & Universities

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A Year In Review Operating Under The 7S Model

Shared Values

- Corporate and Leadership Behavior
- Emphasis on People, Process/Learning, and Communication

Structure

- Real Estate Executive Board
- HQ/Field Workforce Development Committee
- Establishment of Sub-CoPs
- CREST

Systems

- Real Estate National Systems Center
- Real Estate Official and Unofficial Networks
- Technical Forums

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A Year In Review Operating Under The 7S Model

Style

- Inclusiveness
- Relationship Builder
- Responsive
- Corporateness
- Committed
- Sense of Urgency
- Teaming
- Integrity
- Value Feedback for Improvement
- Value People/Contributions

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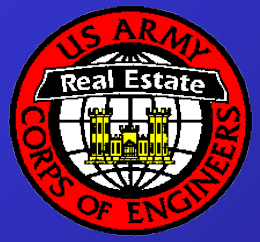
Today
Real Estate State of the Union



- Real Estate Community of Practice (CoP) leveraging resources from throughout USACE and beyond
- Regional Integration Teams supporting all MSCs Office of General Counsel for all real estate legal services
- Centralized support to DOD through the DOD Integration Team
- Program execution and metrics through the Military Programs Integration Team
- Active Sub-CoPs

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Where Do We Go From Here

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Real Estate Community of Practice (CoP) Functions

- Policy and Doctrine
- Capable Workforce
- National/Interagency Relations & Coalitions
- Organizational Communication
- Learning Organization
- Strategic Goals Development and Execution

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Real Estate CoP Activities

- People
  - ✓ Promote Workforce & Career Development
  - ✓ Support Internal & External Developmental Assignments
  - ✓ National Mission Essential Task List (METL)
  - ✓ Encourage Real Estate Awards Program
  - ✓ Sustain Subject Matter Expertise
  - ✓ Conduct Annual Technical and Leadership Conferences and Workshops

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Real Estate CoP Activities

- Process/Learning
  - ✓ Maintain and Update Policy
  - ✓ Include Partners
  - ✓ Benchmark With Other Agencies
  - ✓ Monitor and Transform Business Processes
  - ✓ Promote Knowledge Management
  - ✓ Encourage Educational Opportunities
  - ✓ Identify Best Practices
  - ✓ Build and sustain sub-CoPs

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Real Estate CoP Activities

- Communications/Relationships
  - ✓ Community Shared Emails
  - ✓ Unofficial Network
  - ✓ Sharing Lessons Learned/Best Practices
  - ✓ Real Estate CoP/Sub-CoP Newsletter
  - ✓ Partnering Initiatives & Activities
  - ✓ Annual Conference and Workshops
  - ✓ Link to other Agency's CoPs

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Real Estate Sub-CoP Functions & Activities

- Lead efforts to address policy matters
- Capture lessons learned and best practices
- Organize and schedule meetings
- Facilitate technical discussions
- Ensure sub-CoP involvement in conferences and workshops
- Communicate with other sub-CoPs

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2004-2005 Way Ahead

People

- Knowledge Management
- Succession Planning
- Critical Vacancies
- Leadership At All Levels
- Recognition
- Performance/Career Feedback

Process/Learning

- Implementing P2
- Establishing metrics
- Improving Customer Service

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2004-2005 Way Ahead

Process/Learning

- Establishing Best Practices
- Providing Proactive/Creative Solutions

Communication/Partnering

- Continuing Partnerships
- Continuing CoP/Sub-Cop Newsletter
- Benchmarking with other agencies

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Challenges

- **People:** Workforce Development
- **Process/Learning:** Living 2012
- **Communication/Partnering:** Building Stronger Coalitions

- Readiness XXI– Ability to execute simultaneous military/civil contingency operations

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Thanks To All of You

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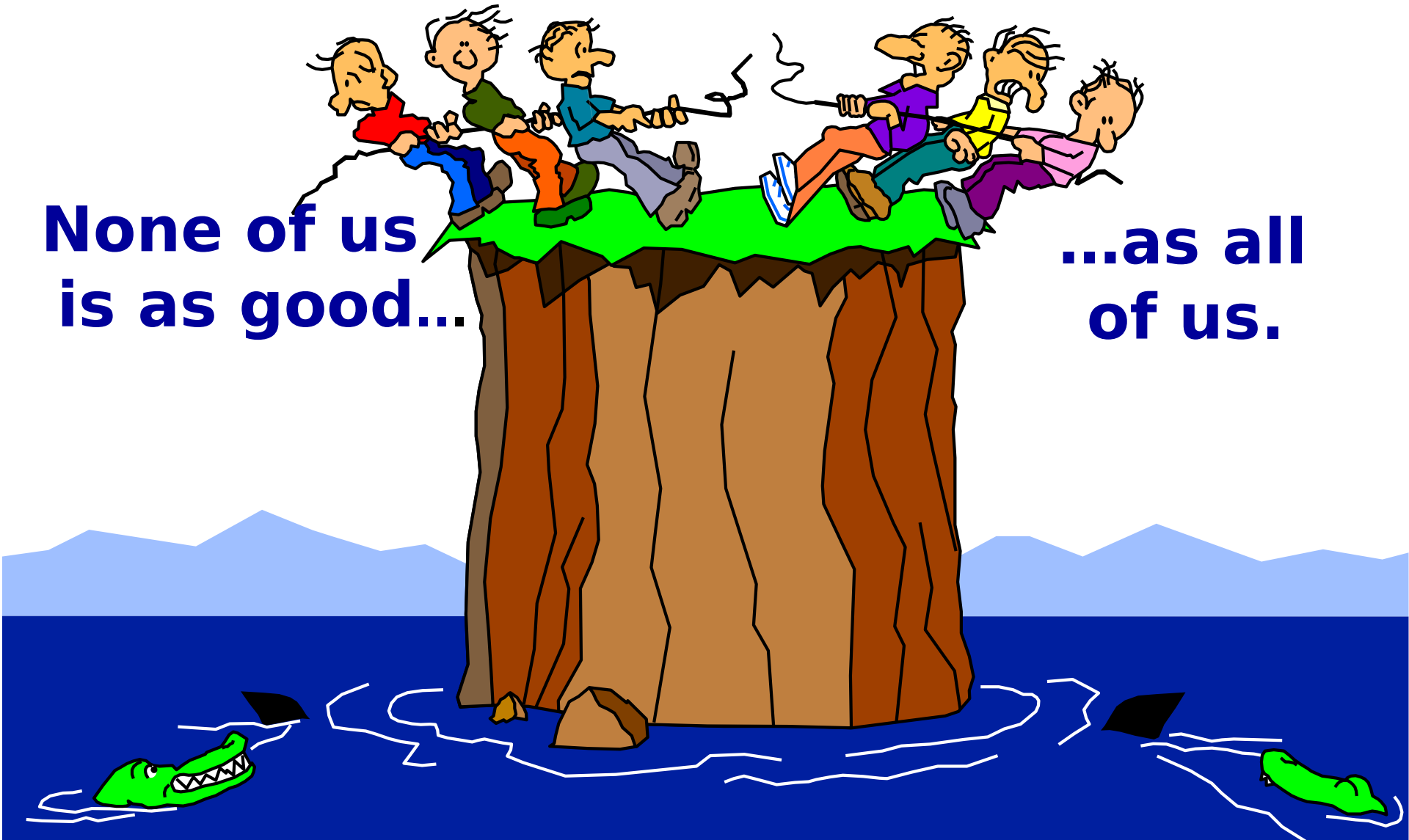
Teamwork

None of us is as good…



…as all of us.